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HOUSE JOINT MEMORIAL 8

47TH LEGISLATURE - STATE OF NEW MEXICO - SECOND SESSION, 2006

INTRODUCED BY

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A JOINT MEMORIAL

RELATING TO EMPLOYMENT; REQUESTING THE LABOR DEPARTMENT TO
CONVENE A TASK FORCE TO STUDY BULLYING IN THE WORKPLACE IN NEW
MEXICO.

WHEREAS, violence in the workplace begins long before
fists fly or lethal weapons are drawn; and

WHEREAS, resentment and aggression routinely displace
cooperation and communication in the workplace; and

WHEREAS, impersonal hostility that is deliberate, repeated
and severe enough to harm another employee's health or economic
status has come to be identified as "workplace bullying"; and

WHEREAS, only rarely does the target of workplace bullying
have protected legal status so as to be able to bring a lawsuit
against the bully; and

WHEREAS, workplace bullying is estimated to be at least

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1 three times more prevalent than sexual or racial harassment;
2 and

3 WHEREAS, workplace bullying may cause stress-related
4 problems, including sleep disorders, post-traumatic stress,
5 depression, panic and other psychological disorders; and

6 WHEREAS, studies estimate that only thirteen percent of
7 workplace bullies receive negative consequences; and

8 WHEREAS, workplace bullying is costly to both employers
9 and employees because of increased health care utilization and
10 its link to increased premiums; and

11 WHEREAS, other states have begun to address the problem of
12 workplace bullying through a combination of legislation and
13 education;

14 NOW, THEREFORE, BE IT RESOLVED BY THE LEGISLATURE OF THE
15 STATE OF NEW MEXICO that the labor department be requested to
16 convene a task force to study the many facets of workplace
17 bullying in New Mexico and the ways to reduce it; and

18 BE IT FURTHER RESOLVED that the task force be comprised of
19 one representative each designated by the secretary of labor;
20 the secretary of human services; the secretary of children,
21 youth and families; the secretary of economic development; the
22 director of the risk management division of the general
23 services department; and the director of the state personnel
24 office; and

25 BE IT FURTHER RESOLVED that the task force report to the

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1 interim legislative health and human services committee by its
2 October 2006 meeting with recommendations on strategies to
3 decrease the incidence of workplace bullying in New Mexico; and

4 BE IT FURTHER RESOLVED that copies of this memorial be
5 transmitted to the secretary of labor; the secretary of human
6 services; the secretary of children, youth and families; the
7 secretary of economic development; the director of the risk
8 management division of the general services department; and the
9 director of the state personnel office.